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13 April 1976

MEMORANDUM FOR: Associate Deputy Director for Administration

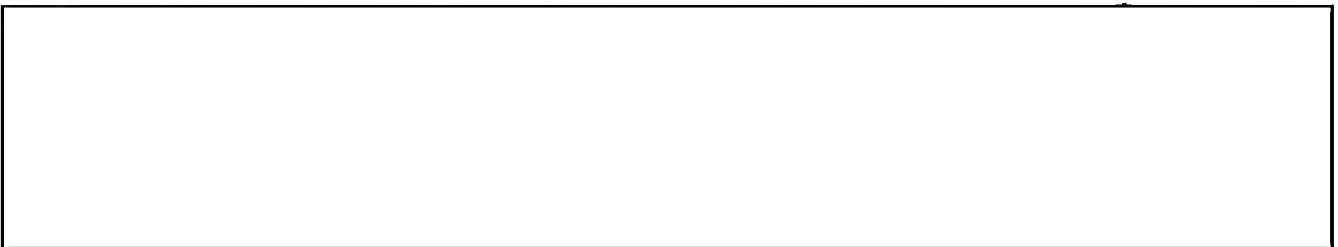
FROM :
Chief, Career Training Program

SUBJECT : Survey of Recent Career Trainee (CT) Classes

Summary: The Career Training Program continues to provide the Agency with high quality young professionals selected on the basis of ever evolving but more rigorous standards than in the past.

1. A hallmark of the Career Training Program is the consistently high quality of selectees. The attached statistics attest to the maintenance of that level of excellence over the years. They examine the last three classes on the basis of schools attended, graduate degrees, military and work experience, language capability and foreign orientation. In addition, the Program applies special non-quantifiable criteria to determine such qualities as interpersonal skills, native intelligence and analytical ability. There has been no lessening of established standards. In fact, more rigorous selection standards continue to be applied in response to the Agency's evolving role, increasing responsibilities and declining size. An inescapable conclusion is that the 48 CT's selected in calendar year 1975 endured more scrutiny in the selection process than did the 247 admitted in 1968. Thus, while class size has diminished, quality remains high.

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3. CT classes continue to reflect the Program's policy of choosing high caliber candidates from a broad spectrum of colleges and universities, both American and foreign. Furthermore, CT's must also achieve excellence on the Agency's professional aptitude test and be examined against more stringent psychological requirements than the average Agency employee. Indeed, the Psychological Services Staff reports that examination scores of CT's significantly exceed those of the college student norm group on 14 of the 18 personality scales.

4. It should be noted that the percentage of CT's with prior relevant military service in intelligence work remains roughly the same. CT language proficiency continues at a high level.



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